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CONNECTICUT DEPARTMENT OF LABOR AND FACTORY INSPECTION

DIVISION OF EMPLOYMENT SECURITY

MONTHLY BULLETIN — OCTOBER - 1941

UNIVERSITY OF CONNECTICUT THE PROPERTY

Checking Wage Record Reports

THIS MONTH:

- *Politics is Awful*
- *Controlled Migration*
- *Commissioners' Decisions*
- *Policing the UC Law*
- *Man Marketing Clinic*
- *The Situation in the State*

BULLETIN

of The Connecticut State Labor Department
Division of Employment Security

CORNELIUS J. DANAHER
State Commissioner of Labor and Factory Inspection
Administrator, Division of Employment Security

HOWARD E. HAUSMAN, Executive Director

VOL. VI | OCTOBER - 1941 | NO. 10

CONNECTICUT STATE EMPLOYMENT SERVICE

LEONARD J. MALONEY
DIRECTOR
STATE OFFICE BLDG.,
HARTFORD, CONN.

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BRIDGEPORT
George H. Stone, Manager
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Philip W. Smith, Manager
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4147

•

DANBURY
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1700

•

DANIELSON
John G. Confrey, Monoger
100 Main Street
760

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410 Capital Avenue
2-9174

•

MERIDEN
Frank Geiger, Manager
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1216

•

MIDDLETOWN
E. LeRoy Brainerd, Manager
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3480

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(cont.)

T. E. MURPHY, EDITOR
285 BROAD STREET
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DEPARTMENT OF UNEMPLOYMENT COMPENSATION

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The Bulletin of the Employment Security Division of the Connecticut State Department of Labor is published each month, for the information of department members, employers and the public.

Politics Is Awful... by Jerome Dempsey

It was early but the big Bronx Barn of the D.S.C. was already filled with men alert in the sleepy way of men unaccustomed to early rising. Snow had hidden the city's streets for the first time that year and honest laborers, shovel leaners and young boys sensing big money for the first time magically appeared there.

We were sixteen and Irish and it was Saturday. A burlesque show would be playing that night. You could sit in the second balcony, "Nigger Heaven," for 15 cents. For 15 more you could buy a pack of "Black and Whites," a man's smoke. After the show, two "Tutti Frutti" sodas apiece, made only as Shultz on 138th Street could make them, would coax another 20 cents. And to close the evening maybe a game or two of "Nine Ball" at Pop's Pool Room. We had to get the job.

It was a good natured mob and noisy until a big man, no, a giant of a man strode into the barn. He didn't say anything but he didn't have to. His six feet two inches of raw bone and muscle did that for him. He looked and was dressed like a part of the great outdoors. His stride was regal and uninterrupted.

"HIS MAJESTY"

Reaching the end of the barn, he whipped around. He didn't have to tell us who he was, we sensed it. He didn't have to call for order, he had it. He was already in full command and he knew it. His eyes told him that in one sweeping glance. But there was gladness in the hearts of the Irishmen present. On top of that majestic frame rested an unmistakably Irish pan. But hush, "His Majesty" would speak. "You", he said to a bohunk who was startled into confusion by the booming voice and levelled forefinger of the giant, "Stand over there in Section B" and he waved him to an imaginary spot on the barn floor. "You", he pointed to an anticipating Irishman, "Stand over there in Section A." And so he started two lines of men in the long barn which grew until every man heard that booming voice, faced that stabbing finger and was waved into one line or the other. First my Buddy then I made Section "A". Preferred Stock as it were. It was all over but the shouting.

"Ah" said my Buddy, as we watched the growing line of human derelicts filling up the other line, "B for Bohunks. He knows his own kind." I was almost ashamed to look it was so obvious. Section "A" had almost all the Irish but there were a few in "B" section too. "Probably boozers or just off the boat", my Buddy said. He was sharp and quick as a whip. He always had an answer for everything. He was right as usual. The "B" men had no color, no class. They were a motley array and as forlorn looking as could be. Disappointment had robbed them of what little life they had. Somehow you thought of the dumb driven cattle. They knew the axe was coming, so did everybody else. It was inescapable. A few of the smarter ones stole over to our section when "His Majesty's" back was turned but you couldn't help feeling sorry for the rest. But as my Buddy said, "It's every man for himself." He was more worldly wise and practical, and besides there would be other opportunities.

THE LINE-UP

By this time the booming voice was stilled. The line-up was complete. "His Majesty" strode back to his starting position and you thought of a crown on that heroic head and the long sweep of ermined robes. He turned at the end of the barn and appraised his work. It was a nice job of weeding you had to admit. He beamed on Section "A", the cream of the barn, showing his friendlier side and my Buddy and I proudly extended our bony chests in happy response. "Hurrah for us" my Buddy said gloatingly, but without moving his lips. Then the booming voice filled the barn again.

> No job specifications or interviews in this system of hiring! Here, Jerome Dempsey of the Norwich office gives us a thumbnail sketch of his own job seeking experience which no doubt will give you a few chuckles, if not a good abdominal laugh.

"You men in Section A, thundered the giant and you could almost see the echoes trying to get out through the cracks in the barn floor. It was a mystery why the beams didn't fall. My Buddy had a quick one for that too, when he whispered "Give us those shovels you bum and shut up." I wouldn't dare laugh.

Pleased with his first effort, "His Majesty" repeated, but softly this time like he was trying to show us his other side, his drawing room manner. "You men in Section A". It was almost tender. But wait! Stop the Presses! Was there a note of foreboding in his solicitude? Had something gone wrong? Yes, it had. Was that a storm gathering in "His Majesty's" face? Yes it was. It was here in that dreadful pause that my Buddy made history when he yelled "Hold onto your hats kids, here we go again." I grabbed mine with both hands just as the storm broke upon us. It was here as you are my judge that this man, hands on hips like an old wash woman, looking Section "A" men dead in the eye whipped up that big paw of his and roared like forty thousand lions in chorus, quote GO ON HOME YOU CAKE EATERS, I DON'T WANT YOU, end quote.

"POLITICS IS AWFUL"

It came too fast. You had to let it bounce three or four times before you could grab it. I thought I was doing alright getting my scrambled wits together but I was slower than the rest. That was my undoing. Reason returned to me in a bedlam of noise as the old barn shook to its foundations in an unearthly din. It was like waking up in a sea-going madhouse. Strong men turned hysterical. Above it all someone yelled "Man the Lifeboats." Me, it was just too much for my young mind. Mother Nature grabbed me to her bosom. Maybe I was carried out in the stampede. Maybe I rowed out. Anyway there I was, three blocks away from it all when my Buddy found me. I was in one of those standing up swoons, hat down over my ears and held there with both my hands in a death grip. Rigor Mortis had not yet set in. O! the mortification, the awful humiliation of those bohunk jeers.

It was my Buddy who supplied ready and reasonable answer for it all. As he drew himself up importantly in his bell bottom pants and adjusted that tricky little bow tie on the elastic band these pearls of wisdom dropped from his lips, "Politics" he sagely observed "is awful."

The First Six Months of The Man Marketing Clinic

by Hugh K. Angle

The Norwalk Man Marketing Clinic has completed its sixth month of continuous operation, and the average weekly attendance, even including the period during the hot summer months, has been between 30 and 35 persons.

During this time the job seeking problems of 46 men and 25 women have been discussed.

This clinic differs from other agencies which help the unemployed in that it does not actually get jobs for anyone, but rather helps persons to "learn how to get jobs for themselves." It also helps persons who are at present employed who want to get *better* jobs, or jobs for which they are more suited.

Of these seventy-one cases, seventeen persons have found the jobs for which they were aiming; two persons found jobs for themselves with little aid from the clinic. We are now working on six cases in this same group. One of these will probably get the job he is seeking.

Twelve persons whose cases were discussed at clinic meetings did not return for another session, probably, because the campaign outlined at the clinic to land them the jobs they wanted, required considerable thought and hard work, and they had unrealistically expected to be handed a job on a platter. Nine other persons whose problems have been discussed are already employed but although they want to find a better job they have not yet succeeded.

Before going into any more statistics let us see what type of person has been attending the clinic each week, not to look for a job, but to act as consultant to help the other fellow land his job. There are several insurance counselors, a New York banker, one or two personnel men, an industrial engineer, the general manager of an industrial concern, a newspaper man, a department store manager, a teacher of public speaking, a purchasing agent, an official of the local Chamber of Commerce and many others.

Naturally, the counsel and advice of a group of this kind is usually sound and helpful to any person looking for a job, and it seems a bit unusual that such persons would give their thought and time to this job clinic without any idea of profit to themselves.

WHY THEY DO IT

Why they do it? Here's what they say: "I really get a kick out of the fact that I may be helping the other fellow to land a job." Another, "The discussions are entertaining and informative." Several salesmen said that they got merchandising ideas from the clinic and that the cases gave them a mental lift. Nearly everyone finds the meetings fascinating and thoroughly constructive. I have attended a lot of sales meetings, but none of them packed more applied physchology and logic into them than these job clinic sessions. They reveal interesting sidelights on personalities — a top notch salesman, a person who can sell any kind of merchandise, does such a poor job when it comes to selling his own services, or the chap who is such an expert at writing advertising copy and does such a poor job when he writes an employer asking for a job.

One fellow who learned enough at the clinic to land himself a job on the advertising staff of a nationally known magazine had the following to say in a letter he wrote us.

"I wrote a letter which was criticised constructively, and this help enabled me to write a better letter, which finally reached the right man."

"The man liked the letter, and you know the rest. Now the point is this: Anyone can write a letter; in fact I have rather, at times, flattered myself that letter writing was right up my alley, being so world wise in the art of advertising copy, promotional material, etc." "And yet you people of the clinic take my masterpiece and so turn it around, tear it to pieces, bringing out certain points just where and how they 'Should' be brought out that there is no other answer but — a job."

There have been other interesting cases — such as the young stenographer who had never had any work experience, but who had passed a typing and stenography test with a good grade, but was turned down by every employer to whom she was sent for a job.

She came to the clinic and it was obvious that her approach was all wrong, indicating a "scared rabbit" attitude when she was interviewed by an employer.

The night her case was taken up the personnel manager of a local factory was a member of the consulting group and she went through a sample interview. He acted his usual role of personnel manager.

Sure enough, she practically apologized for asking for a job, and could scarcely be heard when she talked.

HIRED ON THE SPOT

The consultants pulled her approach to pieces, told her to talk with conviction and helped her build up her story about passing our shorthand test with high honors. There were other assets, too, which she possessed that were elicited by thorough questioning. She then staged another interview following the clinic's suggestions and there was a personality transformation. So well did she do that the personnel man who was interviewing her actually hired her for his own factory, in his own office!

Another similar instance — a natural born salesman told his story. He was a fine looking chap, a former football star in college. In the audience was the sales manager of a local concern who grabbed him off right then and there.

Still another — a young girl just out of college who had majored in chemistry was so convincing that a chemist in the audience hired her on the spot as his laboratory assistant.

There was a world traveler who was an expert on South America. He was so interesting that he had all his audience on the edge of their seats for an hour. An insurance man in the audience wired the president of his company in Hartford and the president came to Norwalk to see him. He has gone through a course of training with the company and is now succeeding in a big way in this new field.

All of these *graduates*, as we call them, come back and help the other fellow when they are in town.

One woman who handled the "Vox Pop" page in one of the "big 3" magzines for years used clinic methods to get on another New York magazine, while her husband, who conjured up all of the contest limericks in the same magazine, is now handling some of the

(Continued on page 10)

First reported here six months ago, the Man Morketing Clinic as described by Mr. Angle, Manager of the Norwalk office has been reaping dividends in goodwill. Mr. Angle is a graduate of the University of Michigan.

Policing The Unemployment Compensation Law

by David Pinsky

Sam Jones has just been laid off from his job and like many of his fellow citizens he goes to the State Employment Office to register for employment and to file a claim for Unemployment Compensation Benefits.

After filing claims for three weeks, Sam gets a job working nights in a defense production factory. But Sam, thinking himself an unusually bright fellow, figures that "those guys" over at the State Employment Office will never know he is working, so files another claim for unemployment compensation one day while out to lunch.

Sam is due for a disappointment. During the week the Employment Service Field Office receives a notice of his reemployment from the Central Office and immediately cancelled the claim. When Sam comes in next week to file again, he will be presented with the facts of his fraud.

Prompt filing of accession reports by Sam's new employer prevented this fraud.

If the accession report had not been filed promptly Sam might have received a few checks before the department caught up with him. Any money received fraudulently must, of course, be refunded.

This is a typical case and happens not infrequently. In Connecticut the Employment Security Division is equipped to take care of these errors of judgment. A system of fraud prevention and detection has been devised which makes the obtaining of fraudulent unemployment benefits very difficult.

AIM IS PREVENTION

The Administration is more concerned with prevention, than detection and prosecution. The State does not enjoy bringing action against a violator, but in order to protect honest employers and claimants, does not hesitate to prosecute them when the facts warrant it.

Prevention of fraudulent claims depends a good deal upon employer cooperation. At the very inception of a claim, an unemployment notice or low earning report, signed by the last employer, must be presented by the claimant as proof of his partial or total unemployment. Every employer is required to submit to the Central Office of the Employment Security Division an accession report immediately upon employing or reemploying an individual.

Each accession report received is checked against the wage record files to determine if a claim has been filed recently. If so, a notice of reemployment, listing the date hired and name of employer, is sent to the field office concerned where it is checked against the claim record card.

If a total claim has been filed since the date of employment, the claim record card is tabbed so that when the claimant appears to file his next claim, the interviewer is reminded of the apparent fraud. The facts are given to the claimant who is then asked for his explanation.

The old alibis, "I wasn't asked if I worked", or "I worked but didn't get paid at the time", no longer hold water, for every individual is specifically asked at the time of filing each claim — "Did you work the previous calendar week?"

REFUND BY FRAUDULENT CLAIMANTS

The reemployment notice, with the claims history beyond the date of employment listed thereon and the claimant's explanation attached, is forwarded to the Central Office where a special unit takes over the case. All pending and future payments are suspended. An audit is made in a search for past frauds since it has been found that a good percentage of those involved in current frauds have attempted such practices previously. All fraudulent benefits must be refunded before further legitimate claims will be paid. If the evasion of the law is flagrant or has been repeated, the penalties prescribed by the law may be revoked.

Some claimants file fraudulent claims in the belief that non-covered employers do not file accession notices, only to find out to their embarrassment and financial loss that such reports have been submitted. All employers, whether employing one or one thousand, engaged in agriculture or manufacturing, non-profit or profit enterprises, are required to submit an accession report to the Central Office immediately after each employee is hired or added to the payroll. When an employer is found not complying with this, a letter stating the requirements of the law is sent to him. Employers are eager to cooperate with this provision realizing that it protects the fund which they have built up.

In fact, several frauds have been uncovered by housewives reporting the hiring of domestic workers.

BOASTING BACKFIRES

A number of frauds have been uncovered by anonymous, and not so anonymous, letters from the general public. The typical case is a claimant, who, having received several unentitled benefit checks by failing to report work, celebrates his success at the corner tavern. He becomes quite talkative and soon he is boasting of his perfect crime. The next morning one of his barroom friends drops a little note to the Unemployment Compensation Department. After a thorough investigation, our claimant is notified of his fraud, and perhaps some previous ones, together with the entailing penalties.

In addition to such anonymous notes, signed letters revealing frauds have been received from landladies, former employers, and even wives. In a small nearby village, a young married man, while filing claims, was also doing chores for the town Squire. The Squire supplemented a small cash wage with generous drinks of various sorts during the day. This endeared his employer to the worker but left him in no fit condition to return home at night. His wife, desiring to break up this combination wrote a letter to the Unemployment Compensation Department telling of her husband's employment.

An overpayment in the amount of the fraud was set up against the claimant while the Squire was reprimanded for failing to report the employment.

Beyond fraud prevention, a thorough system of fraud detection is carried on by the Benefit Audit Unit in the Central Office. Every claimant's ledger card, which contains a record of all payments during a benefit year is audited shortly after the expiration of the benefit year. All wage slips,

(Continued on page 12)

Mr. Pinsky, who has been with the department nearly four years, is now a claims examiner in the Central Office. Majoring in mathematics he received his B. S., from the U. of Connecticut, and M. S. from the U. of Iowa.

Commissioners' Decisions . . .

The Unemployment Commission in September modified examiners' decisions in favor of benefit claimants in 32 of the 85 appeals initiated by claimants. Of the 8 cases in which appeals were brought by employers, the Commission rendered 5 modifications against the claimants involved. In all, examiners' decisions were upheld in 55 cases, modified in 9, reversed in 29.

During the month 132 new appeals were received by the Commission while 21 others were withdrawn or dismissed for lack of prosecution. Principal issues involved in the 93 decisions were those of physical and mental ability and availability for work, and voluntary separation with or without sufficient cause connected with employment.

Cases raising new or unusual situations are discussed below. The Administrator is not necessarily in agreement with the reasoning or the conclusions expressed herein:

VOLUNTARY SEPARATION

A worker who has witnessed a serious accident to a fellow employee and who becomes so unnerved as to be incapable of continuing in the same capacity, has sufficient cause for quitting such employment if no transfer to another job is possible, Commissioner Cornelius A. Moylan ruled in Case 854-A-41.

The claimant in the case, a female power press operator, on July 11 saw the two crushed fingers of a co-worker lying on her machine. It was the second accident of its kind in two months and was allegedly due to faulty machine guards. Badly shaken by the experience, the claimant concluded that she could no longer operate a power press and sought a transfer to another department. When this request was refused by the employer on the ground that it might result in wholesale requests for transfers, the claimant left her job.

Said Commissioner Moylan: "This appellant had been employed on presses that were obviously inadequately protected. Having seen two serious accidents, she lost her nerve and felt that she no longer could operate the machine. She was somewhat in the position of a shell-shocked soldier, or a flyer who has had several crack-ups. *** An employee may refuse to accept work on the grounds of unsuitability where there is a hazard to his health, safety, or morals. It follows that under similar conditions an employee may voluntarily terminate his employment and that it will constitute sufficient cause connected with his employment."

WORK DETRIMENTAL TO HEALTH

If an individual's employment is so monotonous that the worker suffers a nervous ailment, sufficient cause exists for the worker to quit such employment and to receive unemployment compensation provided a readiness and willingness to accept other work not injurious to the health is shown, it was ruled in Case 810-A-41. The claimant in the case was a 28-year old woman who had been employed 12 years as an inspector by a firearms manufacturer. When she complained of excitability, nervousness, and crying spells her physician attributed her condition largely to the monotonous nature of her duties and recommended a change in occupation. Upon finding that the claimant was ready and willing to accept any suitable work elsewhere that would not be detrimental to her health, the Commissioner reversed an examiner's ruling imposing the statutory penalty for voluntarily quitting without sufficient cause connected with employment.

In like manner, it was held by Commissioner Curtiss K. Thompson in Case 423-C-41 that a department store saleslady who suffered frequent colds and sore throats because of drafts throughout the store, had sufficient cause connected with her employment to warrant a voluntary separation.

INABILITY TO PERFORM AS EXPECTED

Similarly, a female laundry worker who quit her job after four weeks' trial because she became depressed at her inability to perform efficiently enough to please her employer, was regarded as having had sufficient cause. Though she tried conscientiously, the claimant was unable to keep three presses in continuous operation as were the more experienced girls. This caused her to brood over the employer's repeated complaints. (830-A-41)

A department store porter whose reason for quitting was principally that the store refused to extend further credit to his wife, was regarded as having lacked sufficient cause. His contention that he lost 22 lbs. after the store increased its floor space, and allegedly increased his duties, was considered to lack merit since he had not previously complained. (857-A-41)

A factory worker who left without notice when told he would be transferred to another department was held to have acted without sufficient cause when the proposed transfer was the result of 16 absences from work in three months. According to the employer those frequent absences caused serious interruptions in the production of vital defense products. (76-E-41)

NON-UNION STRIKERS INELIGIBLE

Because they were directly interested in the outcome of a strike at their place of employment, the claimants in Cases 120-D-41 et al. were declared ineligible for unemployment benefits even though they were not members of the union, did not attend union meetings, and neither participated in nor financed the strike. The claimants were considered by Commissioner William H. Truax to be directly interested in the outcome of the dispute since they were members of the class of workers whose wages, hours, and conditions of employment were affected.

On the other hand, the claimants in Case 129-D-41 et al. were found to be eligible for benefits since they were members of the company's supervisory staff. Their status was not affected in any way by the strike nor did they participate in it in any manner.

CHARWOMAN NOT CASUAL LABORER

Services performed by a charwoman one day a week at a convalescent home do not come under the heading of casual labor and contributions on her earnings are payable by the employer, it was ruled in Case 136-D-41. With the inclusion of the charwoman the employer in this case had five or more employees for twenty weeks and thus became liable under the Unemployment Compensation Law as of October 22, 1939, the Commissioner held.

WILFUL MISCONDUCT

A janitor who admitted he reported for work late and left early, in addition to sleeping on the premises after finishing his assigned work, was found to have been guilty of wilful misconduct in Case 149-D-41. His explanation that he was so experienced he could complete his duties in three hours was not considered relevant by the Commissioner.

The Situation In The State

The industrial and labor situation in the State reflected the current uncertainty about priorities and materials shortages during September by a sharp rise of more than 24% in Unemployment Compensation claims, it was stated, on the basis of reports received from the 18 field offices of the Connecticut State Employment Service.

While there were only 5864 claims filed in August this had increased to 7319 in September, and while greatly below normal for this period of the year is considered symptomatic of the temporary layoffs and readjustments made necessary by the defense program.

While there were no spectacular shutdowns reported during the period, an increasing number of brief layoffs, due to materials shortages in metals, rubber, plastics and silk occurred. Manufacturers generally, who are not working on defense orders, are striving at this time to procure government orders. Many offices reported a slackening in the rate of employment due to the unwillingness of manufacturers to plan further expansion until the question of materials supplies could be ironed out.

Some progress has evidently been made in the discouragement of unskilled migrant workers and several offices, including Bridgeport, noted a diminution in the number of out-of-state applicants during the past month.

FAIRFIELD COUNTY

Bridgeport

Some progress has been made in the effort to discourage unrestrained migration of workers into the Bridgeport area, and there has been a considerable drop in the number of applicants from out of the state.

It also has been noted that there are fewer high school graduates now applying for employment, which would seem to indicate that practically all workers of this type are now employed.

There has been continued activity along all lines of industry with increases in industrial payrolls. No skilled industrial workers are available, and the situation in this respect continues to be acute.

Womens' machine training classes are now under way and an aircraft sheet metal program with a full-day course and night class is being started for men.

Weekly payrolls now top two and one-quarter million dollars, representing approximately 61,000 industrial workers with an average working time of 45.8 hours per week, an increase of .4 of an hour over the month of August.

Norwalk

Industrial activity during September, was slower in the Norwalk district than it was during the preceding month. This was largely due to the shortage of fur in the various hat factories, and apparently this condition will not improve as time goes on.

At this stage, priorities have not been responsible for layoffs in the various metal industries in this district. Nearly 200 persons appeared at the office on the evening of September 18, 1941 when it was open to register persons who might be affected by lack of materials due to priorities. Half of these were from the various hat companies in the district.

Payrolls for the month were 4 percent below August of this year but 26 percent greater than September, 1940. Building permits were down 31 percent from August of this year and down 11 percent from September of last year.

Danbury

Industrial activity in Danbury maintained approximately the same level as previous months with some slight gains perceptible.

The unemployment compensation load rose sharply after the first week and, due to the seasonal nature of the hatting industry, a further rise may be expected through October and November, although it is doubtful whether it will reach the peak of 1940.

It is believed that the shortage of hatter's fur may eventually affect employment, but nothing has occurred which cannot so far be explained by seasonal slackness.

Stamford

There was a slight increase in industrial activity during the latter part of September, but aside from one order for thirty bench workers in a cosmetic factory, placements were scattered and limited to single orders from one to five workers.

It is becoming increasingly difficult to fill orders for ordinary laborers in non-defense industries because the wage level in some instances has remained static during the past year.

New Haven and Litchfield Counties

New Haven

Many of the defense industries in this area have reached the saturation point in hiring and predict that from now on their hiring will be based on turnover only. The munitions, asbestos covered cable wire rope, aircraft parts and machine tool industries are operating 24 hours daily, but all report considerable turnover particularly among the young workers.

Army draft requirements, promotions in expanding industries, and the general business increase continue to provide employment opportunities in the commercial field, particularly for the Youth Group.

The rate of turnover in industry is so high that unemployed workers, who are physically fit and under fifty years of age, can find employment very readily.

The plants manufacturing rubber goods are having trouble interesting workers in their jobs. Plants having trouble obtaining raw materials are losing workers due to a reduction in the number of working hours. This is most noticeable in the rubber tire industry.

Future employment is contingent on the manufacturers' ability to obtain raw materials. Only the rubber industry has been seriously affected to date, but the other manufacturers are worried about future deliveries.

There is still a demand for youths in the clerical and industrial field, with the supply very low. The youth placements for the office at the present time are approximately one-third of the placement activity for the entire office, with the registration of youths running at about the same figure.

Ansonia

Continued materials stringency held down the number of job placements during September, and although the number exceeded those placed during the previous month, this was due more to a shifting of personnel rather than to an industrial expansion. Transients continued to visit the office in a large number but seemed to be somewhat fewer than in August.

Waterbury

During the first two weeks of September commercial work went contrary-wise to the industrial picture. The number of professional jobs increased during the latter half of the month. Contrary to a previous forecast, the mercantile business did not show any improvement over the previous month.

Industrial placements corresponded closely with those of the previous month, but a distinct leveling off in the number of openings is evident. One large concern has put its tool and machine departments on a 40 hour week for the first time in many months. Another large concern has dropped to a 40 hour week in its casting shop. One large company has sublet 45 percent of its most recent large contracts, and much of this business has been allotted to firms outside of the City of Waterbury.

Unemployment compensation claims increased 16 percent over the previous month. This is due to a layoff in the powder room of one of the large firms.

Middletown

Worry over priority shutdowns among the smaller companies in this area is increasing as their stock of materials continues to diminish. Most of these small companies are trying to get defense contracts.

The training courses in general machine work are running heavy on the supplement or pre-employment evening courses but it

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Controlled Migration -

by Philip J. O'Brien

"Men, men and more men!"

"Give us men and we will produce the materials so hungrily demanded for national defense."

That is the cry the Connecticut State Employment Service has been hearing from industry during the past twelve months. The Connecticut State Employment Service has undertaken the task but we knew we did not have within our borders the necessary number of employable individuals to satisfy the demands of industry.

What to do then? That labor would migrate to Connecticut with the advent of the boom had been foreseen. It was realized that this migration had to be controlled if it were not to produce chaos. The Connecticut State Employment Service arranged numerous conferences between industrial leaders and state and federal officials which resulted in various systems being inaugurated to train youth for its place in industry. One of the systems is the fruit of the late-lamented depression. Though still in a formative stage, it promises to become one of the most important sources of industrial personnel in coming months.

N. Y. A.

During the blackest period of the depression the National Youth Administration was organized for the purpose of enabling youths to earn as they learned. Quickly the NYA, as it was soon called, spread out all over the country, taking in boys and giving them work experience in various trades. No trade was overlooked. Boys were trained as machinists, sheet metal workers, carpenters, welders and in numerous other trades. Theoretical class room studies were supplemented by practical shop work. The boys were trained in the discipline which they would encounter in private industry. Carelessness and laziness were not tolerated. A boy had to work or he had to leave.

SUPPLY EXHAUSTED

In this way, a number of well-trained youths were made available to industry. At first the Connecticut Employment Service encountered difficulty in placing these youths in factories because of understandable prejudice, but when industry speeded up, employers hired these boys, at first experimentally, then eagerly.

Soon the available supply of these youths was exhausted and the outlook for building up another such group here in Connecticut was not bright. Boys were stepping into jobs without waiting to obtain training. The number of persons, even without training, was not sufficient to satisfy the needs of industry. The number of jobs opened up by the expanding defense program was many times the number of youths available to fill them.

NATIONAL IN SCOPE

It was then that the Connecticut State Employment Service was able to utilize the national scope of NYA.

For years the NYA had been training youths in all parts of the country, though their home districts offered little opportunity for their finding work in the field in which they were being trained. Now it found itself with a large supply of trained youths capable of filling jobs in industry. And industry, through the Connecticut State Employment Service, was calling for such youths. The supply and the demand were miles apart; to bring the two together was the problem.

Solving the problem became easy, as the State Employment Service and the NYA embarked on a cooperative project which may likely result in the largest controlled migration of labor in the history of this country. It was agreed that the NYA would bring into this state youths from other states who were trained to take their places in industry, and the Connecticut State Employment Service would attempt to find employment for them.

Mr. O'Brien is now a junior interviewer at the Torrington Office. Since July 1 he has been stationed at Nepaug Village as the interviewer in charge. A graduate of St. Mary's University he has been connected with the department since 1938.

NEPAUG VILLAGE

At first, only a few were brought in and housed at the NYA Work Center, Nepaug Village. The results from the first few groups were so promising that it was immediately enlarged. Since the first of July, each week the Connecticut State Employment Service has sent a group from Nepaug Village to work in Connecticut industries, and additional youths have been brought into the Village as replacements. More recently, a new resident center has been opened in Rocky Hill, and one or two others are contemplated in various sections of the state.

The NYA youths made available to Connecticut industry are not expert tradesmen, nor does the Connecticut State Employment Service represent them as such. They are youths who have been given a basic training in their trade and a thorough disciplining in shop methods and routine. They are neat, intelligent and good workers. They are eager to go to work and want to use the training they have received.

TYPICAL YOUTH

If a typical picture of these youths were to be given, it would be that of an American-born citizen, white, and about twenty years of age. He would be about 5'8" tall, weigh about 150 pounds and would have finished three years of high school. He spent at least four months in the NYA Regional Work Center in his home state, studying one of the trades, most likely machine shop or sheet metal work. In his sheet metal course he has learned to lay out work and would have had some welding experience. In the machine shop, he has spent about 100 hours on an Engine Lathe, 30 hours on a Shaper, 30 hours on a Milling Machine, 15 hours on a Planer, 50 hours on a Drill Press, and 20 hours on a Surface Grinder. In addition, he has learned to read simple blueprints and to use micrometers, calipers and other measuring tools. Youths taking courses in welding and woodworking have similar training in their own fields.

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Look Back . . . by Bernard Kofsky

Pondering about such matters as priority unemployment, priority materials, retraining of workers, military files, employer contact programs, upgrading within industry, and the transfer of labor from non-defense to defense occupations, one who is old enough to recall the last war must inevitably have a shadowy sensation of re-living the previous era, so constant is the recurrence of identical problems and patterns of thought.

Recently I received an announcement from my University that it was about to begin its one hundred and ninth academic year. This stimulated thought about college days and the problems facing the students of that day and I realized that they were of very little import in comparison with the world chaos about us today. Considering the pleasanter side of those college days I recalled one class in particular, a seminar in Elizabethan Non-Dramatic Literature.

The writer's sole contribution to the course was to nod approval to the professor's constant comparison of the Elizabethan Period to our own. Each time a comparison was made, the professor would remark, "There is nothing new under the sun, is there?", to which the writer was forced to reply, truthfully — "No, there's nothing new under the sun."

Perhaps there is something new under the sun if earlier experiences are being repeated, and we are taking advantage of our earlier mistakes. Let us consider — and with particular reference to that important cog in national defense, the Connecticut State Employment Service.

A CHANGING SOCIAL ORDER

America's history immediately prior to World War 1 was a continuous effort to wean a rapidly changing social and economic state away from a static social philosophy which was not shaping the destiny of a country that had been previously an agrarian nation.

It was necessary that industrialism and agrarianism exist side by side. Historians have always recognized that the test of vitality of any civilization and culture is the success with which it applies intelligence and common sense to the solution of problems created by its own development. That America has attempted to solve these problems in the midst of a chaotic world which has seen peoples, cultures and nations crushed, has undoubtedly rendered the task more difficult.

FIRST DEPARTURE

The first radical departure from historical precedent which demands consideration was the Selective Service Act of 1917 which empowered the President to select for military service one million men between the ages of twenty-one and thirty, with exemptions for clergymen, conscientious objectors and defectives, and with a deferred status for persons engaged in public service and in industries essential to war, including agriculture.

This conscription for military service was only a gentle gesture at regimenting man-power theoretically, in order to place every individual in the position for which he was best equipped.

WAR BOARD SET UP

The War Industries Board, the War Trade Board, the Food Administration, the Fuel Administration, the Railroad Administration and the National War Labor Board were established as six regulatory agencies in order to increase industrial production, to reduce domestic consumption for civilian use, to insure maximum efficiency in transportation, and to prevent labor disputes from interfering with the efficient functioning of the industrial system. Products were standardized, the prices of many commodities, including steel, aluminum, copper, wheat, lumber and sugar were fixed; sub-marginal mines were opened and sub-marginal lands were put into cultivation. Government consent was required before a new industry could be organized and processors were dependent upon the Government for raw materials, for priority rights to ship, and for export permits. The consumer experienced fuelless Sundays, meatless and wheatless days, and found foods being rationed by grocers and butchers.

The War Industries Board was created to maintain a strict control over manufacturing and mining. It was required to approve all the purchases made by the United States and foreign governments. The War Trade Board regulated all exports and denied licenses to trade to any firm even remotely connected with German and Austrian business, alloted shipping space to exporters and even refused permission for the exporting of certain needed commodities. The Food Administration Board exercised power over the production and consumption of foodstuffs; the same power as the War Industries Board exercised over manufacturing. The Fuel Administration closed factories to conserve fuel, introduced daylight saving time and encouraged the expansion of the coal industry. The Railroad Administration supervised water transportation, express companies and railroads. It operated them as a single unit and "after me the deluge" since the Administration was interested only in the prompt and efficient transportation of the implements of war, and did not think beyond.

LABOR GAINS

The nature of these war years was such that most industries shared in orders for war supplies. Others profited from the widespread prosperity created by tremendous sums spent by our own and foreign governments. Men became wealthy almost over night; property values sky-rocketed; the cost of living rose; immigration practically ceased; production was speeded up. Never before had organized labor such an opportuinty. It took advantage of the condition of the times to increase its membership rolls, but the gains were not easily made.

The friendliness of the National Administration toward labor antagonized capital. A needed labor supply was being recruited in the agricultural South; however, although faced with the necessity of keeping production moving, the administration did not use its emergency powers to curb labor.

Mr. Kofsky is a graduate of New York University; before coming to the department four years ago he taught economics and government for three years.

To meet the criticism of its labor policies, the Administration created, by executive order, a National War Labor Board which provided the machinery to settle by mediation and conciliation, controversies arising between employers and employees engaged in essential war industries. This was to be done by mediation committees, established in local communities, who were granted the power to summon the parties concerned for a hear-

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These Are The People

by Robert A. Cronin

Several weeks ago a powerful, roughly-clad man of about thirty entered the State Employment Office in Middletown.

His cultured voice and refined manner seemed incongruous qualifications to offer in his search for"bull work at fifty cents an hour", as he described it.

Support of a widowed mother and younger sisters had compelled him to leave college after one year's study. While working in New York City he had completed an accredited course in sound amplification and recording with one of the large radio companies.

When it was suggested that this training might be utilized, our applicant replied, "That was a fine course, it was well-taught and practical *but I must have forgotten I was colored when I enrolled.*"

Our applicant has work now---it's "bull work" but fortunately it pays more than fifty cents an hour.

The year of 1929 produced chronicles of misfortune and one of these might have grown old in our files: A middle-aged man, an associate owner of one of the country's largest explosive powder factories, discovered the painful meaning of dispossession in that year. A series of menial jobs followed and then the affliction of age became his greatest burden.

The National Defense program with its transformation of lives needed this man. He was over 40 but, with our assistance, in his unobstrusive manner this applicant will enter soon the powder-mixing room of a large munitions manufacturer for one of the most dangerous but least heralded of defense jobs.

Search our files as diligently as you can and you will not uncover these stories or others--for the dates, places, names of employers and other minutiae recorded there are dead-cold in print.

But meet the people, talk with the the people and you will discover the meaning of humility, of compassion, of gratitude--forces that challenge the efficacy of words.

Meeting the Does, working for them, compensates for your endurance of the "phonies" you must encounter every day, with their miserably shallow patter which they parade under the banner of clever chatter.

Our favorite Does do not explain that they will get their rights "or else" before acknowledging your greeting--they're the kind of folk who might live in back alleys or up dank, darkened stairways, or they might even live next door. They are good people who try to get along and to do what is right.

You might have to work until five or five-thirty, or shorten your lunch hour to reach these people for referrals to jobs, but you don't complain for you know they are worth all your efforts. You feel good when you get them a job.

These are the people for whom we work. We like them.

Controlled Migration

(Continued from page 6)

HOME AWAY FROM HOME

This is the youth as he reaches Nepaug Village. He is required to stay at the Village for two weeks, during which time he is given additional training and a thorough physical examination. And more important, he is acclimated to his new surroundings and made to feel that Nepaug Village is a "home away from home". The NYA authorities show him that they are friends to whom he may come at any time for help and advice. That they succeed in this is amply proven by the large number of youths who return to visit the Village after they have started to work.

When the NYA youth arrives at Nepaug Village, he is interviewed by representatives of the Connecticut State Employment Service who are stationed at the Village. From this initial interview a fairly accurate picture is obtained of the youth, his abilities and hopes, his training and inclinations. At the same time the youth is informed of potential openings to which he may be referred, and the type of work which he may hope to obtain in Connecticut.

Interviews occasionally develop points affecting referrability. For example, one youth asked for employment in or near New Haven, as that city had the only church in the state of his religious belief. Fortunately, the Connecticut State Employment Service was able to grant his request.

WHOLE HISTORY OBTAINED

Once this whole picture is developed and placed on the registration card, the youth is assigned one or more occupational classifications, and the card is placed in the active file. Based on these cards, a series of Forms CSES-118 are sent to various field offices of the Connecticut State Employment Service. This form gives a brief description of the youth and considerable detail about his training and past experience.

Then the interviewer in the field office discusses each individual youth with prospective employers. In this way employers throughout the state are acquainted with the youths available at Nepaug Village and with their qualifications. The employer learns from this discussion the youths whom he might consider for his type of work. Arrangements are then made for an interview between the youth and the employer.

SATISFIED YOUTHS

The youths who have been placed in industry through NYA have indicated their enjoyment at finding such employment. There have been no cases of youths returning to their homes after they have been placed at work. More important, employers who have hired these youths have been more than pleased with them. The Personnel Manager of one factory was so well pleased with the youths hired from Nepaug Village, that when he was going to hire some more, he advertised for and located rooms for the boys, rather than burden the NYA with even that much additional work. All employers speak highly of the youths, and there have been many cases of the youths being given pay increases because they have proven to be better workers than the employer at first anticipated.

At present, as Connecticut industry looks forward to a new high in production during the coming fall and winter months, the Connecticut State Employment Service and the NYA are bending every effort to improve the functioning of this new movement, confident that it will become one of the most important means of filling the demands for additional workers. Already a second camp is operating at Rocky Hill and another at Norwich will soon be functioning.

SITUATION IN THE STATE

(Continued from page 6)

is very difficult, in fact almost impossible, to get applicants for the 200 hour pre-employment courses, with the result that one of these courses has now shut down for the time being.

The unemployment compensation load showed a slight decrease from the August figures, while job placements were nearly double what they were a year ago.

Meriden

Practically all industries in the Meriden area continued to be busy during September. Some are working three shifts and practically all are working at least two shifts. There is practically no skilled labor available and migrants from out of the state are virtually all inexperienced.

There have been no industries in the area affected yet by priorities restrictions. One concern having no government orders has laid off a very few persons who were quickly absorbed by other industries.

Hartford and Litchfield Counties

Hartford

It seems apparent that most of the employable young men in this area are already working, as a large percentage of the applicant load now comes from Maine, New Hampshire, Vermont, Massachusetts and New York. Unfortunately the majority either have had no experience in factory work, or have worked in industries that bear no relation to the defense industrial set-up.

Married women are again entering the labor market in large numbers. Many of them are married to migrant workers who have located in local industry.

Applications for entry to the defense training courses for employed workers have increased by about 50 percent over August and a comparable increase was noted for the full time training courses, but opportunities for trade school graduates are not as numerous as a few months ago, as the market for semi-skilled labor has narrowed considerably during this period.

Priorities on metals is a lively factor in the industrial picture and one firm's production has already been affected by the aluminum shortage, while two others have had to curtail due to a shortage of plastics.

In the argicultural field openings for dairy farm hands are still being received and, probably as a result of new regulations, there has been a great decrease in the demand for gas station attendants. In the construction field there is a shortage of carpenters and spasmodic shortages of plasterers and bricklayers.

There has been no significant increase in the unemployment compensation load up to the present time.

New Britain

Practically all industries in the New Britain area have been extremely busy during this period. While material priorities have not thus far caused curtailment of operations to any marked degree, some of the smaller manufacturers are expressing concern over the possibility of being forced to reduce operations or stop work entirely when their present stocks of raw materials are exhausted.

The demand for workers of all types continued strong in the New Britain area during September—particularly was this true in the case of skilled lathe and milling machine operators.

The up-grading of unskilled factory workers to semi-skilled jobs has resulted in many orders for unskilled factory laborers.

There is a steady demand for molders, core-makers and foundry laborers. The demand for women power press and sewing machine operators has also been heavy during this period with very few experienced applicants available for referral.

To date 525 National Defense trainees have graduated from the automatic screw and general machine courses conducted at the local Trade School; practically all of which have been absorbed by local industry. Of this number 346 were placed by the local office of the Connecticut State Employment Service.

The unemployment compensation claim load during this period dropped approximately 3 percent, while job placements increased by 11 percent over the preceeding period, 449 placements having been made during the month.

Bristol

The labor market in the Bristol area continues to be very short in most lines. All of the industries in the community are busy, although, due to anticipated readjustments caused by the application of priorities, few of the plants are doing any hiring of semi-skilled workers.

There is some danger that unless defense contracts increase markedly in volume there may be considerable layoff due to priorities. To counteract this, however, some plants not hitherto engaged in defense work are receiving contracts and expect to be in full production by the end of the year.

There was some slight increase in the claim load due to short time work for a limited number of people, caused by the shortage of materials.

Thompsonville

Industrial hiring in this area has slackened somewhat during the past month due to the fact that mills already have enough unskilled workers and skilled workers are difficult to obtain. The normal August to September lull did not result this year in the release of any sizeable number of textile workers.

Agricultural workers are in great demand but not available.

Road construction is still going well and few workers in this field have been laid off.

Private construction of dwellings and business buildings is also proceeding at an accellerated rate as anticipated priorities has undoubtedly stimulated activity along these lines.

The unemployment claim load is abnormally low for this time of the year and consists mainly of workers who are employed but are laid off temporarily.

General business activity is at a high point in this district and is expected to remain so for the next few months at least.

Torrington

The industrial situation remains relatively stable, with material shortages reducing the amount of new hiring. There is a continued demand for skilled workers in all occupations, for young men between 18 and 25, for single girls of the same age. Applicants in all three groups are becoming increasingly difficult to locate. Applications of married women remain high, but employers remain on the whole unwilling to employ them. One plant in the territory expects to complete its third shift within the next few months, adding about two hundred to the payroll.

Activity in the clerical and retail fields is slowing down after a short spurt during September. No increase in employment is expected until the Christmas season.

New London and Windham Counties

New London

Labor market continued unchanged for the month of September. The shortage of skilled craftmen in the metal working trades continued and there was also a shortage of experienced semi-skilled workers in the metal working trades, particularly machine operators.

There seemed to be no let up in industry in the area during the month. Prospects for the near future appear satisfactory in industry. Most plants indicate that there will be a nominal continuance of hiring. A few smaller concerns state that they have reached their peak of employment and expect to continue there for the near future at least. No general wage increases or decreases were noted in the area during the month.

Applicant loads were continued fairly heavy. This office still continues to get a large number of the boomer type of applicants and an increase is noted in persons already employed who have been attracted to the area by the reports of unusually high pay by certain industries. Very few of these people have had other than a few months experience on a single machine in production job and are not of any value to employers in this area. There was also a noted influx of persons already employed in shipyards in the lower classifications, who come seeking jobs in the hope of getting a higher rating and consequently, larger weekly pay envelopes.

Willimantic

Business and industrial conditions throughout this area continue to be satisfactory although there is uncertainty about the future due to the lack of adequate supplies. One velvet manufacturer states he could double his production if they would be assured of a supply of rayon while a silk manufacturer has cut his working force nearly in half due to a shortage of silk, although he is engaged in defense work. Other manufacturers have about a month's supply on hand but have been assured of replenishment. Some difficulty is also reported due to a shortage of necessary chemicals.

Without exception retailers report business as being unusually good — one enthusiastic dealer stating it was the best in 37 years.

Courses in machine shop operations and welding continue at the local State Trade School but recruitment for these classes is becoming increasingly difficult.

Norwich

The industrial business in the Norwich area during September, although somewhat slowed by two strikes affecting a small number of employees, continued at capacity level. Capacity, in textile production, must

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FIRST SIX MONTHS OF MAN MARKETING CLINIC

(Continued from page 2)

interests of one of the leading publishers. His aid from the clinic, he said, was in the "lift" which it gave his morale.

Did we have any "phonies?" Yes, one, definitely. Part of the resume of his work experience read:

Twenty years of sales, advertising, banking, and executive experience; eleven devoted to advertising and newspaper work in all phases, and sales promotion for a number of diversified products such as cosmetics, foods, printing, paper, men's and women's wearing apparel and furnishings, etc., etc., etc.

It was difficult to pin him down to specific concerns, dates, money earned etc., so one of our clinic members who is an insurance man got a retail credit report on him and found that none of the concerns for whom he said that he worked had ever heard of him.

HANDICAPPED

At the present time, one of our young fellows, whose case has been taken up, is working on a portfolio which he can present to employers. He is an exceptionally good textile chemist, but he stutters badly, and he apparently is defeated just as soon as he opens his mouth.

Leaders of the clinic, two of whom have been developed in Norwalk, include such notable people as Sidney Edlund and his wife who started the first clinic seven years ago, and who wrote the book "Pick Your Job and Land It"; Edward B. Daniels, Assistant to the President, Criterion Advertising Company Incorporated of New York City; George V. Rumage, Advertising Manager of the Instructor Magazine and Donald Curtiss, Manager of Outdoor Advertising Incorporated, New York City. Most of these men have been with the clinic since its inception.

Persons attending the clinic have told us that they were aided in the following ways:

1. By buoying up their spirit and lifting their morale in their search for a job.

2. By being taught how to dig out their hidden assets and to put them in an orderly array.

3. By actually putting on a sample interview and showing them their weak points when applying for a job.

4. By being told of specific openings by other members of the clinic.

5. By actually coming in contact with employers at the clinic who had job openings.

6. By learning to write letters and make up portfolios that will really get attention and not find their way into the waste basket.

7. By getting advice and counsel from a number of different persons in a number of different walks of life— many of whom are very successful in the business world.

GOOD PUBLIC RELATIONS

What has the clinic done for the Norwalk office of the Connecticut Employment Service?

It has developed the finest kind of public relations and has made our office better known in the community.

It has brought in a high type of applicant to look for work.

It has brought us some fine orders from reliable concerns.

It has more than ever brought the fact home to the interviewers who have attended, that it pays to merchandise the outstanding applicants who are in the files, and not let their registration lie idle until someone happens to give us an order for a person with their qualifications. In other words, it has helped to make salesmen out of us rather than order takers.

It has been a medium by which a person of exceptional ability could have the time and encouragement to really give us a picture of his capabilities.

It has given some of the applicants who normally are difficult to place a course of training that makes it easier for us to place them.

It has, through its makeup of persons from New York City, made it possible for certain artistic persons to make necessary contacts to find employment in that city.

Last but not least we must mention another phase of the work in the clinic. Every month a local resident who teaches public speaking and diction in a school in New York comes to our meeting.

He takes notes during the meetings as different persons talk, and at the close of the session he proceeds to tell just where the different persons are careless with their speech. He believes that if a person is applying for a good job and his diction is unusually good, although the personnel man may not realize what is different about him, he will so stand out from the rest, that he will have a good chance of getting the job — he may be right!

INITIAL CLAIMS SHOW SHARP RISE IN SEPTEMBER

Initial claims for unemployment compensation in September rose by 24.8 per cent over August claims. Compensable claims, however, were only 2 per cent greater in September than in August. There was an increase of 6.1 per cent in the amount of benefits paid but a decrease of 4.7 per cent in the number of cases closed as compared with the previous month.

The September total of initial claims filed was 7,319; the August total was 5,864. Districts reporting the greatest increases were Ansonia, Bristol, Danbury, New London, and New Haven. Relative decreases were noted in Bridgeport, Hartford, Meriden, Middletown, New Britain, Norwich, Thompsonville, and Willimantic. Partly responsible for the initial claim volume rise was the fact that September embraced five Mondays and Tuesdays, days on which initial claims filed in the latter half of the preceding week are credited.

The number of compensable continued claims for September was 19,413 and for August, 19,032. Sharpest increases occurred in Ansonia, Danbury, Danielson, and Torrington while considerable decreases were noted in Bridgeport, Middletown, and Willimantic.

Benefit payments showed an increase from the $184,670 disbursed in August to $195,997 for September. Total payments for the year equal $1,912,140.

Closings of active claims were fewer in September, the total being 5,392 as compared with 5,657 for August. Claim closings for the year total 72,971.

SUMMARY OF CLAIMS AND BENEFITS BY OFFICES, SEPTEMBER, 1941

Office	INITIAL CLAIMS			COMPENSABLE CLAIMS			BENEFITS PAID			CASES CLOSED		
	Sept.	% Change from Aug.	Year to Date	Sept.	% Change from Aug.	Year to Date	Sept.	% Change from Aug.	Year to Date	Sept.	% Change from Aug.	Year to Date
Ansonia	197	49.2	1,382	295	73.5	2,650	$ 2,069	103.2	$22,307	104	— 25.2	1,285
Bridgeport	504	— 5.8	7,665	1,470	— 13.1	19,918	16,146	— 1.0	197,928	504	— 30.0	7,517
Bristol	100	88.7	724	252	5.4	2,268	2,655	9.8	24,877	53	39.5	738
Danbury	805	145.4	3,739	1,164	56.5	8,568	8,521	9.3	102,139	255	12.8	3,138
Danielson	166	14.5	1,484	430	30.3	3,491	3,001	16.8	29,329	143	113.4	1,432
Hartford	617	— 6.2	11,932	2,757	3.3	28,204	30,548	7.3	282,866	637	53.9	11,837
Meriden	99	— 18.9	1,590	537	— 9.6	4,650	5,305	— 3.3	44,646	131	— 16.1	1,572
Middletown	125	— 3.1	1,829	728	— 17.0	6,094	7,432	3.7	56,237	178	15.6	1,884
New Britain	144	— 7.1	2,270	517	— 2.5	6,596	5,053	16.9	64,906	156	— 18.3	2,232
New Haven	1,609	51.4	15,318	3,372	— 4.7	35,870	30,337	5.9	306,540	1,027	— 33.7	14,860
New London	177	172.3	1,918	363	16.3	5,678	3,180	8.0	52,955	7	133.0	1,753
Norwalk	922	39.3	4,448	1,628	9.6	11,217	20,455	20.8	113,219	323	70.0	3,861
Norwich	177	— 45.0	2,617	854	2.9	7,934	8,270	2.5	73,963	365	81.6	2,700
Stamford	398	20.6	5,501	1,190	1.1	14,589	12,277	6.4	140,577	366	— 45.0	6,186
Thompsonville	173	— 26.7	2,425	545	— 9.2	5,692	5,383	22.3	50,421	245	9.9	2,315
Torrington	50	16.3	913	268	23.5	4,268	2,564	27.9	46,062	61	238.8	858
Waterbury	515	37.7	3,902	1,286	15.3	9,818	12,362	6.5	97,873	321	10.7	3,328
Willimantic	25	— 39.1	348	73	— 12.1	1,062	653	— 0.9	10,822	31	14.8	370
Interstate Liable	516	9.6	5,134	1,684	— 8.0	17,149	19,786	— 11.4	194,473	485	25.6	5,105
TOTAL	7,319	24.8	75,139	19,413	2.0	195,716	$195,997	6.1	$1,912,140	5,392	— 4.7	72,971

POLICING THE U. C. LAW

(Continued from page 3)

accession reports, unemployment notices, and low earnings reports are secured. From these reports the work history during the year is ascertained and compared with the claims history. If total claims were filed during a period of apparent employment, a letter is sent to the employer seeking confirmation of this employment. No one is accused of a fraud until a signed letter from the employer has been secured. In cases of partial claims, all reported earnings are checked against low earning reports, which are signed by employers.

LIVELY — BUT MORIBUND

In reviewing a recent case, an auditor noted that the last unemployment notice was marked, "deceased", and that claims had been filed beyond that date. An investigation revealed that the lady had certainly died and another person was using her social security number. The culprit was found by tracing the paid benefit checks. By using the deceased's wage slips, the claimant obtained a benefit rate of $15.00 and total benefits of $195.00 instead of her own $8.00 and $90.00. Further investigation revealed that she had gone back to work after filing her first waiting week. She was prosecuted for a fraud of $195.00 and for forging checks.

SIXTH SENSE DEVELOPS

The auditors, after reviewing thousands of cases, develop a sixth sense by which they are able to note from commonplace factors cues which often lead to a fraud. An unemployment notice attests only to the cessation of employment. But if it is dated closely after or during a period of total claims it is a cause for further investigation.

The most common type of fraud uncovered by the Benefit Audit Unit is where claimants filing legitimate claims are reemployed but try to slip in one or two extra weeks of benefits. Some brazen claimants have filed a complete series of claims while being fully employed. Several frauds of $195.00 each have been uncovered. In one such case a previous fraud was also uncovered resulting in an overpayment of over $200.00.

While the department maintains a Benefit Audit Unit which does nothing but search for fraudulent or irregular claims, and also takes every precaution to make sure a potential claimant is entitled to every claim at the time of filing, it must not be inferred that the majority of claimants are dishonest.

It is the experience of the department that the majority of workers ask for nothing but what they are legally entitled to receive.

The main objective of the department in policing the Unemployment Compensation Law is to prevent fraud by making it unprofitable for those who would try to perpetrate a fraud.

LOOK BACK

(Continued from page 7)

ing and if they were unable to settle the dispute, they referred it to the National Board. The Board, in such instances, was to choose an arbiter by an unanimous vote or by lot from ten disinterested persons named by the President. The policies of the Board as laid down by law were: strikes and lockouts were banned for the duration of the war, the right of collective bargaining was affirmed and could not be denied, employees could not be discharged for union activities, unions were forbidden to coerce non-union workers or employers, standards of work and wages established by unions were to be maintained wherever they were in existence, equal pay for men and women in the same work was required, existing eight-hour day agreements were to be continued and all other cases were to be determined on the basis of governmental requirements and the best interests of the workers, a national card index of available skilled labor was to be prepared by the Department of Labor and wages were to be maintained on a level which would insure the "health and reasonable comfort" of the worker's family.

HISTORY REPEATS

Again we have the spectacle of a nation championing human and civil rights and at the same time regimenting the nation in its attempt to drive oppression from the earth. I believe that our nation today once more feels a sincere humanitarianism which forces us to gird ourselves for what we hope will be a successful attempt to drive oppression from the earth.

I believe we have profited some by experiences of the past and over the years we have developed a more truly scientific attitude towards our social and economic problems. Long range planning of public works, the active participation of labor in governmental activities, a social security program for the protection of the aged, the unemployed, the crippled and the blind are some of the tangible results of this scientific attitude. No less important has been the developement of the State Employment Services with its statewide and nation wide contacts, its great reservoirs of information regarding available and potential labor supplies and employer labor needs.

Each day its importance in our social and economic life is becoming more apparent, and while the present emergency has brought out in sharp relief what its potentialities may be, the chances are that its increased stature will persist after the emergency.

Getting the right man on the right job is now more than the solution of a personal problem — it is a contribution toward the solution of a larger problem. This we believe is a new way of thinking.

SITUATION IN THE STATE

(Continued from page 9)

now be measured by the number of employees available, as there is a continued shortage of both skilled and unskilled textile workers. This shortage has necessitated a readjustment of shifts in some cases. As a consequence of the severe drought, some firms were obliged to buy power for operation, due to low water in the streams.

The September applicant load fell off by 444; the Employment Service showing a decrease in applicants of 280 and the Unemployment Compensation Division a decrease in applicants of 164, which is indicative of the difficulty of recruitment and the smaller number of persons applying for Unemployment Compensation. The active file of September 30th was 1,447, a decrease of 57 from August.

Danielson

There is, at present, a shortage of sewing machine operators in this territory. There is also a shortage of operators in the dyeing and finishing industry. These last two show a constant turnover of personnel due to the fact that the mills are unable to obtain supplies of raw stock necessary for long time planning, with the result that there is periodic unemployment.

Some defense contracts have been let in this territory, but have not yet resulted in any apparent increase in the number of persons employed, as in most instances the defense work is a substitution for regular commercial products, and not in addition to them.

CONNECTICUT STATE EMPLOYMENT SERVICE—Local Office Activity—Period—Month of Sept. 1941

DISTRICT	SUMMARY REGISTRATION ACTIVITIES			FIELD VISITS			REFERRALS		SUMMARY OF ALL PLACEMENTS														Duration of Private Placements				Complete Cl'r'nce Pl'c'm'ts	
									Grand Total				Private				Public				Supplementary				Men		Women			
	Total New	Total Re-newals	Total Active File	To-tal	Priv-ate	Pub.	Pri.	Pub.	Tot.	Men	Wom.	Vets	Tot.	Men	Wom.	Vets	Tot.	Men	Wom	Vet	Tot.	Men	Wom	Ve	Perm.	Temp.	Perm.	Temp.	Opening Office	Applicant Office
Ansonia	241	374	1044	16	16	0	369	3	184	107	77	2	176	105	71	2	8	2	6	0	0	0	0	0	84	21	54	17	2	14
Bridgeport	1556	1494	4504	70	70	0	2907	6	1567	864	703	51	1563	860	703	51	4	4	0	0	0	0	0	0	724	136	385	318	195	4
Bristol	137	172	633	17	17	0	104	2	79	51	28	0	77	49	28	0	2	2	0	0	0	0	0	0	46	3	26	2	5	5
Danbury	229	258	1199	15	15	0	233	14	170	123	47	8	157	115	42	8	12	7	5	0	1	1	0	0	68	47	28	14	5	13
Danielson	105	440	843	88	78	10	181	28	136	78	58	3	120	62	58	1	16	16	0	2	0	0	0	0	54	8	56	2	11	17
Hartford	1246	1399	5029	51	51	0	1396	244	1286	930	356	61	1057	729	328	49	210	201	9	12	19	0	19	0	385	344	122	206	19	5
Meriden	230	241	669	81	81	0	356	0	184	130	54	5	184	130	54	5	0	0	0	0	0	0	0	0	122	8	48	6	7	3
Middletown	232	391	952	85	69	16	365	5	313	130	183	5	247	128	119	5	2	2	0	0	64	0	64	0	115	13	62	57	4	25
New Britain	377	779	967	50	50	0	891	0	454	285	169	17	449	282	167	17	3	3	0	0	2	0	2	0	217	65	117	50	46	12
New Haven	1440	2787	7440	44	44	0	2221	2	1821	1235	586	82	1820	1234	586	82	1	1	0	0	0	0	0	0	723	511	272	314	2	11
New London	383	650	1348	38	34	4	851	45	493	382	111	27	473	362	111	25	20	20	0	2	0	0	0	0	291	71	52	59	44	11
Norwalk	315	623	1738	91	88	3	579	0	364	234	130	10	364	234	130	10	0	0	0	0	0	0	0	0	151	83	115	15	2	15
Norwich	227	540	1447	23	23	0	292	10	185	122	63	11	176	114	62	8	9	8	1	3	0	0	0	0	101	13	25	37	5	0
Stamford	463	926	2481	53	53	0	400	61	412	207	205	9	355	186	169	8	57	21	36	1	0	0	0	0	146	40	112	57	0	12
Thompsonville	144	331	712	90	60	30	137	50	138	105	33	6	100	73	33	3	32	32	0	3	0	0	0	0	71	2	32	1	24	8
Torrington	377	397	718	61	35	26	533	34	465	317	148	12	431	283	148	10	34	34	0	2	0	0	0	0	271	12	128	20	2	97
Waterbury	645	1353	3305	84	67	17	1147	41	923	458	465	27	882	417	465	23	41	41	0	4	0	0	0	0	323	94	301	164	4	0
Willimantic	107	164	336	67	44	23	201	44	127	75	52	6	94	45	49	2	33	30	3	4	0	0	0	0	37	8	47	2	9	29
Totals	8454	13319	a35365	1024	895	129	12463	589	9301	5833	3468	342	8731	5408	3323	309	484	424	60	33	86	1	85	0	3929	1479	1982	1341	b386	d281
Aug. 1941 . . .	7906	11954	a40495	752	634	118	11328	702	8281	5314	2967	307	7775	4854	2921	274	501	460	41	33	5	0	5	0	3677	1177	1829	1092	c320	305

a—Active file as of the end of the month — b—Includes 116 out-of-state applicants placed in Conn. — c—Includes 11 Connecticut applicants placed out-of-state — d—Includes 86 out-of-state applicants

Private Placements According To Occupational Groups

DISTRICT	TOTAL	PROFESS. & KIN.			CLER & SALE	SERVICE				Agric. Fishing & Forestry	SKILLED		SEMI-SKILLED		UN-SKILL'D		GRAND TOTAL
		Professional	Semi Professional	Mgr. & Official	Clerical & Kin.	Domestic	Personal	Protective	Building Service		Mfg.	Non-Mfg.	Mfg.	Non-Mfg.	Mfg.	Non-Mfg.	
Ansonia	176	0	1	0	14	5	30	13	0	1	10	7	5	15	23	36	16	184
Bridgeport	1563	4	6	2	190	13	352	128	5	29	13	53	53	292	185	150	88	1567
Bristol	77	0	1	0	6	5	9	7	0	2	8	2	0	18	5	11	3	79
Danbury	157	0	0	0	9	5	23	12	0	5	66	2	3	3	9	2	18	169
Danielson	120	0	0	1	2	4	8	5	1	0	19	8	4	36	2	25	5	136
Hartford	1057	2	1	3	78	15	362	53	5	15	100	38	47	121	60	69	88	1267
Meriden	184	0	0	0	21	5	17	15	3	3	3	13	4	11	11	66	12	184
Middletown	247	0	0	1	20	25	54	15	1	3	25	18	2	15	3	54	11	249
New Britain	449	0	4	0	52	22	63	26	1	5	36	21	7	84	25	64	39	452
New Haven	1820	3	3	0	111	53	392	122	3	13	415	19	39	172	83	119	273	1820
New London	473	0	1	1	37	12	89	59	2	8	9	10	25	28	30	114	48	473
Norwalk	364	0	1	0	29	14	58	12	0	5	29	9	3	58	17	96	33	364
Norwich	176	2	3	0	13	6	21	28	1	0	1	6	2	14	6	60	13	176
Stamford	355	0	1	0	29	14	89	21	0	3	13	11	4	7	20	133	10	355
Thompsonville	106	0	0	0	4	5	8	4	0	0	13	4	1	1	2	60	4	106
Torrington	431	2	0	0	12	19	29	12	0	0	88	23	4	67	33	122	20	431
Waterbury	882	0	9	2	104	50	168	58	4	19	20	29	13	98	36	176	96	882
Willimantic	94	0	0	0	6	16	3	8	0	2	7	7	3	9	1	28	4	94
Totals	8731	13	31	10	737	288	1775	598	26	113	875	280	219	1049	551	1385	781	8731
Aug. 1941 . . .	7775	18	22	8	752	236	1369	560	30	122	554	371	255	1146	540	954	838	7775

Placements According To Industrial Classification

DISTRICT	PRIVATE										PUBLIC				GRAND TOTAL
	Agric. & Min.	Bldg. & Constr.	Manufacturing	Public Utility	Wholesale & Retail Distr.	Finance	Hotel & Rest.	Dom. Ser.	Professional	Other Service	Miscellaneous	Government	Construction	TOTAL	
Ansonia	9	6	91	11	14	0	4	28	6	7	0	8	0	8	184
Bridgeport	10	64	834	12	110	4	113	351	20	37	8	4	0	4	1567
Bristol	9	6	36	0	10	0	4	9	3	0	0	2	0	2	79
Danbury	10	2	3	1	1	0	9	32	5	3	1	10	2	12	169
Danielson	10	3	76	3	4	0	4	9	2	8	1	2	14	16	136
Hartford	1057	94	131	293	25	161	7	21	275	21	27	2	34	176	202	8	210	1267
Meriden	2	7	115	0	23	0	8	17	8	4	0	0	0	0	0	0	0	184
Middletown	24	10	99	1	46	0	11	49	5	2	0	2	0	2	0	2	2	249
New Britain	40	27	220	5	49	1	30	59	5	10	3	0	3	1	2	3	452
New Haven	418	90	408	51	242	5	114	401	23	62	6	1	0	1	1	1821
New London	473	10	58	187	9	38	0	53	82	26	9	1	20	0	19	1	20	493
Norwalk	364	27	15	190	1	47	1	4	59	7	12	1	0	0	0	0	0	364
Norwich	176	1	14	93	1	10	0	26	22	5	3	1	5	4	5	4	9	185
Stamford	355	9	3	191	3	22	0	18	87	12	10	0	57	0	57	0	57	412
Thompsonville	106	13	1	67	1	9	0	4	9	1	1	0	20	12	31	1	32	138
Torrington	431	2	0	0	4	1	2	60	4	106	13	1	67	1	9	0	4	9	1	1	0	20	12	31	1	32	138
Waterbury	882	0	9	2	104	50	168	58	4	19	20	29	13	98	36	176	96	882
Willimantic	94	0	0	0	6	16	3	8	0	2	7	7	3	9	1	28	4	94
Totals	8731	13	31	10	737	288	1775	598	26	113	875	280	219	1049	551	1385	781	8731
Aug. 1941 . . .	7775	18	22	8	752	236	1369	560	30	122	554	371	255	1146	540	954	838	7775

POSITIONS WANTED

Following are a few of the applications from the files of the professional and technical division. These are samples, typical of the high quality of individuals who are available. Further information concerning these, or others similarly trained may be obtained by communicating with Miss Dorothy Spalding, 1281 Main Street Bridgeport, Conn. or by writing directly to the BULLETIN.

FOREMAN PLATER — 51 years of age. Knowledge time-study, buffing, polishing, plating and lacquering. Thirty years experience. Address replies Box 62137

OFFICE MANAGER — Age, 52; fine appearance, chief bookkeeper, purchasing payroll and correspondence. Also works manager small optical concern twelve years. Address replies Box 432

ELECTRICAL ENGINEER — 39 years of age. Graduate University Southern California 1920. Member of Institute of Radio Engineers and Acoustical Society of America. Several years experience research and production radio equipment. Address replies Box 9210.

INSPECTOR — Recent Civil Service appointee, assigned to large aeronautical company. Supervised inspection of 225 company inspectors. Interested in returning to private industry. Qualified toolroom foreman; machine shop experience both on bench and all types machines. Executive type. Address replies Box 78931.

MALE SECRETARY — Experience in credits and collections; sales correspondence, time keeping and payroll, qualified office manager; age 43. Eight years public utility accountant. Executive type. Address replies Box 5239.

INDUSTRIAL CONSULTANT — Graduate electrical and mechanical engineer; public relations executive. Has taught electrical engineering in leading university. Fellow of the American Institute of Electrical Engineers. Address replies Box 92017.

YOUNG ACCOUNTANT — Age 24. Graduate local Junior College. Experienced cost, general or payroll accounting. Makes fine appearance. Interested in position with large manufacturing concern. Address replies Box 31750.

PERSONNEL EXECUTIVE — Public relations man. Years of experience organizing large groups, qualified expeditor for industrial concern, fine appearance. Age 41. Address replies Box 4298.

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